

## **WHNS - EEO Public File Report**

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from August 1, 2011 to July 31, 2012 entitled the "**Recruitment Sources Report**" which includes the following information:

- \*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

- \*The Recruitment Sources used to fill those job vacancies, identified by name.

- \*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

- \*Each Recruitment Source listed by name, contact name, address and phone number.

- \*The total number of persons interviewed for job vacancies between August 1, 2011 to July 31, 2012.

3. A brief description of Recruitment Initiatives.

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File.

**Reporting of Information Relative to Job Vacancies Filled by WHNS for the Period of August 1, 2011 to July 31, 2012.**  
For the period of August 1, 2011 to July 31, 2012, WHNS filled the following job vacancies as defined by the FCC EEO rules

Project	1	1	Assignment	1
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KMG

R&O=Requesting Sources/Organizations that requested and received the job vacancy notice.

X= Represents All Recruiting Sources that received the job vacancy notice.

### HS<sup>a</sup> Referral Source

NS=Recruitment Source that referred Hire.  
R/R=Refused to be referred for job when Referral Encouraged. Referral

P = [internal] Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

# WHNS INTERVIEWEE RECORDS REPORT

Job Vacancies: August 1, 2011, through July 31, 2012

This Report lists all Recruitment Sources and the total number interviewees referred by each Recruitment Source during this reporting period.

# Interviewees	Referral Sources	Name	Contact Name/Title*	Telephone	Fax	Address1	Address2	City	State	Zip	E-mail Address
.	.	AAJA - Asian American Journalists Assoc.	Albert Lee	415.346.2051	415.346.8343	Professional Programs Coordinator	1162 Market St, Suite 320	San Francisco	CA	94102	post@ajja.org
.	.	Art Institute of Atlanta	Nicole Langton	770.688.4870	770.394.9798	6600 Peachtree-Dunwoody Road		Atlanta	GA	30328	nlangton@aii.edu
.	.	AWRT Career Line	Alicia Edison/Administrator	703.506.3290	703.506.3266	1595 Spring Hill Road, Suite 330		McLean	VA	22182	awrt.org site -to list page online
.	.	National Association of Black Journalists	Warner Williams	301.445.7100	301.445.7101	8701-A Adelphi Road		Adelphi	MD	20783-1716	nabj.org-to list page online
.	.	National Association of Broadcasters	on line job listing	202.429.5497	202.429.5406	Employment Clearhouse	1771 N Street, NW	Washington	DC	20036	nab.org
.	.	National Association of Hispanic Journalists	Job Bank Coordinator	202.662.7145	202.662.7144	Career & Opportunity Exchange	1193 National Press Building	Washington	DC	20045-2100	jobbank@nahj.org
.	.	National Society of Black Engineers	Administrative Team	703.549.2207	703.683.5312	1454 Duke Street		Alexandria	VA	22314	www.nsbe.org - list on-line only
.	.	Society of Broadcast Engineers	Scott Jones	317.253.1640	317.253.0418	9247 N. Meridian St., Suite 305		Indianapolis	IN	46260	kjones@sbe.org
.	.	South Carolina Broadcasters Association	on line job listing	803.777.6783	803.777.8729	USC College of Journalism	One Harbison Way, Suite 112	Columbia	SC	29212	SCBA.net-to list
.	.	Asheville Citizen Times - Classified Dept	Brittany Young	828.232.5908	828.253.4682	P.O. Box 2090		Asheville	NC	28802	bryoung@asheville.gannett.com
.	.	Greenville News Piedmont - Classified Dept	Autumn Moon	864.298.4221	864.298.4019	P.O. Box 1688		Greenville	SC	29602	helpwanted@greenvillenews.com
.	.	Spartanburg Herald Journal	Nancy Mullinax/594-6325	864.582.2104	864.594.6349	P.O. Box 1557		Spartanburg	SC	29304	classified.lineads@shj.com
.	1	Spots-N-Dots	Classified Dept/ Dai	868.884.8630	607.729.7331	167 Oakdale Road		Johnson City	NY	13790	alice@spotandots.com
.	1 for job vacancie	Television Bureau of Advertising	Classified Dept	212.486.1111	212.935.5631	TV8 Web Page	3 East 54th Street	New York	NY	10022	tvb.org - to list on line
.	.	Broadcasting & Cable Magazine	Katie Rosa	323.965.2089	323.549.4140	5700 Wilshire Blvd., Suite 120		Los Angeles	CA	90036	katie.rosa@reedbusiness.com
.	.	Television Week (Electronic Media)	Susan Moss	323.370.2409	323.658.6174	6500 Wilshire Blvd, Suite 2300		Los Angeles	CA	90048	Classifieds@TVWeek.com
.	.	Benedict College	Karen Rutherford	803.258.4220	803.253.5063	Career Placement Office	1600 Harden Street	Columbia	SC	29204	rutherford@benedict.edu
.	1	Bob Jones University	Heidi Campbell	864-242-5100	864-770-1307	Dept Head/Radio & Television	1700 Wade Hampton Blvd.	Greenville	SC	29614	hcampbell@bjau.edu
.	.	Clatfin University	Akeem Boneparte	803.535.5466	803.535.5379		400 Magnolia Street	Orangeburg	SC	29115	akeem.boneparte@clatfin.edu
.	.	Clemson University	Eddie Smith	864.656.5383	864.656.0599	Internship & Placement Office	402 Strode Tower, #314510	Clemson	SC	29634	seddie@clemson.edu
.	.	Furman University	John Barker	864.294.2105	864.294.3123	Director, Career Services	3300 Poinsett Highway	Greenville	SC	29613	career.services@furman.edu
.	11	Indeed.com					1115 College Drive	Stamford	CT	06901	http://www.indeed.com/support
.	.	Limestone College	Ileka Leaks	864.488.4557	864.487.8706	Director, Career Services		Gaffney	SC	29340	leaks@limestone.edu
.	.	Greenville County Workforce Development	Rachael Carlisle	864.487.8095	864.467.8151	301 University Ridge, Ste 1500		Greenville	SC	29601	rcarlisle@greenvilletech.org
.	.	Greenville Technical College	Betty Vaughn	864.250.8222	864.250.8759	Career Placement Office	P.O. Box 5616	Greenville	SC	29670	www.greenvilletech.com (to post)
.	.	Greenville Urban League	Brenda Theis/HR Director	864.322.4101	864.268.2662	15 Regency Hill Drive		Greenville	SC	29607	btheis@urbanleagueoftheupstate.org
.	.	Isothermal Community College	Jay Coomes	828.286.3636	828.286.4014	Career Placement Office	P.O. Box 804	Spindale	NC	28160	jcoomes@isothermal.edu
.	.	ITT Technical Institute	A Rusiloski	864.288.0777	864.297.0930	Career Services Specialist	Six Independence Point	Greenville	SC	29615	ARusiloski@it-tech.edu
.	.	Lander University	Sharon Johnson	864.368.8712	864.368.8809	Career Placement Office	320 Stanley Avenue	Greenwood	SC	29649	sjohnson@lander.edu
.	.	Newberry College	Travis Ballenger	803.321.5149	803.321.5145	Director of Career Services	2100 College Street	Newberry	SC	29108	travis.ballenger@newberry.edu
.	.	North Greenville College	Shurajit Gopal	864.977.7122	864.977.7021	Career Placement Office	7801 N. Tigerville Rd., Box 1892	Tigerville	SC	29688	shur@shur.us
.	.	North Greenville College	Linwood A. Hagin, PH.D.	864.977.7137	864.977.7021	Chair, Mass Communication Dept.	P.O. Box 1892	Tigerville	SC	29688	LAHagin@ngc.edu
.	.	South Carolina Job Service	Jane Harden/Gloria Griffin	864.242.3531	864.232.1544	Attn: Greenville Work Force Center	PO Box 328	Greenville	SC	29602	griffin@scjs.org
.	.	South Carolina State University	Anna Haigler	803.536.7000	803.533.3630	Career Placement Office	300 College Street	Orangeburg	SC	29117	humanresources@scsu.edu
.	.	Southern Wesleyan University	Yvonne Duckett	864.644.5150	864.639.2710	Director, Career Services Center	P.O. Box 1020	Central	SC	29630-1020	yduckett@swu.edu
.	.	Spartanburg Technical College	Kathy McKinzie	864.592.4803	864.592.4792		P.O. Box 4386	Spartanburg	SC	29305	mckinzie@scscsc.edu
.	.	Tri-County Technical College	Pamela Rice	864.646.1577	864.645.1893	Career Placement Office	P.O. Box 587	Pendleton	SC	29670	jobplace@tcctc.edu
.	.	University of South Carolina-Spartanburg	Cheryl Moore	864.503.5392	864.503.5931	Career Placement Office	800 University Way	Spartanburg	SC	29303	cmoore@uscupstate.edu
.	.	Winthrop University	Mark S. Nortz	803.323.4529	803.323.2464	Instructor-Dept of Mass Comm.	701 Oakland Avenue	Rock Hill	SC	29733	nortzm@winthrop.edu
.	.	Women in Communications-Gvl Chapter	Myra Simmons	864.234.2942	864.282.8509	Greater Greenville Chapter	P.O. Box 5264	Greenville	SC	29606	msimmons@greenvillechamber.org
.	.	MediaLine.Com	Mark Shilstone	800.237.8073	831.648.5204	P.O. Box 51909		Pacific Grove	CA	93950	Medialine.com
.	.	Promax/BDA	Post on-line	310.788.7600	310.788.7616	9000 W/ Sunset Blvd	Suite 900	Los Angeles	CA	90069	promax.tv
.	9	TVJOBS.com	Mark Holloway	760.754.8177	760.754.2115						tvjob.com
.	.	TVWEEK.com	Marc Abrams	323.370.2415	323.658.6174	6500 Wilshire Blvd., Suite 2300		Los Angeles	LA	90048	tvweek.com
.	.	b-roll.net	Kevin Johnson	202.486.8842	N/A	243 17th Street SE		Washington	DC	20003	kev@b-roll.net
.	.	602 Communications	Graeme Newell	704.543.1426	407.540.9336	6839 Charter Hills Road		Charlotte	NC	28277	gnewell@602communications.com
.	10	meredith.com									meredith.com
.	10	foxcarolina.com									foxcarolina.com
.	1	careerbuilder.com	Cynthia Swann	864.298.4191							
.	.	Society of Broadcast Engineers									
.	.	mediabizjobs.com	John Stipe			4121 Plank Road #512		Fredricksburg	VA	22407	jobs@mediabiz.com
.	.	Radio-Television News Directors Association (RTNDA)									RTNDA.com
.	12	Industry/Employees Referral									
.	3	Internal Promotion									
.	3	Internal Candidate									
.	.	Networking/Walk-In									
TOTAL	61										

\*If contacts change during the reporting period, note date and name changes below.

Bob Jones University contact changed from Casey Wren to Heidi Campbell in July 2012.  
ITT University contact changed from Brian Williams to A Rusiloski in July 2012

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address, and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

**WHNS Recruitment Initiatives Report**  
August 1, 2011 through July 31, 2012

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in initiative	Co-Sponsor's (if applicable)
Internship Program	August 1, 2011 - July 31, 2012	3 students participated in the WHNS Internship Program. Interns worked in the News, Creative Services, Graphics Departments. These interns performed such duties as system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting with sales activities, researching log discrepancies and human resources.	Claffin University, Liberty University
Code of Business Conduct and Ethics Web-Based employee training program	August 1, 2011 - July 31, 2012	All new department heads, supervisors and employees participate in the Code of Business Conduct and Ethics web-based training program. This program reviews business practices and procedures, including an overview of equal employment opportunity regarding harassment and discrimination.	Meredith Corporation's EEO & Employee Relations Department
Equal Employment Opportunity Training	August 1, 2011 - July 31, 2012	All new managers participate in Targeted Selection Interview training process. This training includes 6 hours web based training, and covers hiring and promoting the best candidate, legal interview questions, and techniques to comply with state and local laws prohibiting discrimination.	Meredith Corporation's Training Department
Establishment of Training Program	August 1, 2011 - July 31, 2012	Tuition Reimbursement program designed to allow employees to acquire skills to further their careers in broadcasting.	Meredith Corporation's Tuition Reimbursement Program
Equal Employment Opportunity Web-Based training program	August 1, 2011 - July 31, 2012	All new department heads, supervisors and employees participate in the Equal Employment Opportunity web-based training program. This program reviews discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	Meredith Corporation's EEO & Employee Relations Department
Center for Sales Strategy Training	April 23 - April 26, 2012	Derek Brown (General Manager), Derrick Jefferson, Pam Keyser-Baker (Local Sales Managers) and Leigh Champion attended training with the Center of Sales Strategy. This training focuses on recruiting and retention efforts in our sales department.	Center for Sales Strategy
WHNS Web Site	August 1, 2011 - July 31, 2012	WHNS web site instructs organization who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone and email address are listed for contact purposes.	<a href="http://www.whns.com">www.whns.com</a>
WHNS TV on-air announcements	August 1, 2011 - July 31, 2012	WHNS on air PSA announcement instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Business Office/Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are shown in the PSA s	WHNS - TV

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August 1, 2011 through July 31, 2012

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Job Fairs, Career Fairs, Expos	April 12, 2012	WHNS department heads (Leigh Champion/Accounting Manager, Kelly Boan, News Director) manned the station's booth, and provided information about our station, at the annual South Carolina Broadcaster's Association Job fair. WHNS spoke with job seekers concerning current WHNS' current job vacancies, job requirements and how to apply. We collected approximately 50 resumes resulting in an internship for a college student.	South Carolina Broadcaster's Association
	April 23, 2012	News Director Kelly Boan attended the career fair at Bymes High School.	
Programs sponsored by educational institutions relating to career opportunities in broadcasting	September 15, 2011	Anchor Lauren Elise went to Blue Ridge High School to speak about careers in TV news.	
	September 27, 2011	Chief Meteorologist Kendra Kent went to Welford Academy to speak about weather safety to the 4th grade class.	
	October 5, 2011	Chief Meteorologist Kendra Kent went to Sarah Collins Elementary school to speak about severe weather and weather safety to the 2nd grade class.	
	October 26, 2011	Chief Meteorologist Kendra Kent went to Beach Springs Elementary School to discuss sever weather safety and tv.	
	October 26, 2011	Meteorologist Alex Wilson went to Greenville Middle School to speak to the 6-8th graders about careers in meteorology.	
	October 27, 2011	Meteorologist Andy Wood went to Greenville Middle Academy to speak to the 6th graders about sever weather and careers in meteorology.	
	November 11, 2011	Meteorologist Andy Wood went to Honea Path Middle School to speak to the 6th graders about sever weather and careers in meteorology.	
	November 18, 2011	Anchor Lauren Elise went to J.L Mann High School to discuss TV news careers with 11th and 12th graders.	
	November 22, 2011	WHNS provided a station tour to the 4th graders of Wright Elementary School.	
	December 2, 2011	Chief Meteorologist Kendra Kent and Reporter Greg Fundergurg gave a weather presentation at Mauldin Middle School.	
	December 13, 2011	Chief Meteorologist Kendra Kent spoke about weather safety to the 4th graders at East End Elementary.	
	January 26, 2012	Chief Meteorologist Kendra Kent spoke about weather safety to the 4th graders at West End Elementary.	
	January 26, 2012	Meteorologist Andy Wood spoke about weather forecasting to the 1st-5th graders at Seneca Elementary.	
	January 27, 2012	Chief Meteorologist Kendra Kent spoke about weather safety to the 7th and 8th graders at Mabry Middle School.	
	February 9, 2012	Meteorologists Alex Wilson and Andy Wood presented informaiton about wether safety and forecasting to the 6th graders of Hughes Academy	

**WHNS Recruitment Initiatives Report**  
August 1, 2011 through July 31, 2012

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
	February 10, 2012	Chief Meteorologist Kendra Kent spoke about weather safety to the 6th graders at Greer Middle School.	Newberry College
	February 13, 2012	Chief Meteorologist Kendra Kent and meteorologists Alex Wilson and Andy Wood submitted questions to be asked at an event station at the South Carolina Science Olympiad.	
	February 13, 2012	Anchor Lauren Elise presented information on reading comprehension to the 3rd graders of Brook Glenn Elementary.	
	February 22, 2012	Meteorologist Alex Wilson hosted two high schoolers for a job shadow, gave them a station tour and allowed them to practice on the weather wall with the prompter.	
	February 27, 2012	Chief Meteorologist Kendra Kent discussed the seasons and weather to the 3rd graders of Whitehall Elementary.	
	February 29, 2012	Chief Meteorologist Kendra Kent discussed tornadoes, lightning safety and tv meteorology to the 2nd graders of Pelham Rd Elementary.	
	March 7, 2012	Anchor Diana Watson led a station tour to Cub Scouts.	
	March 20, 2012	Meteorologist Andy Wood provided a severe weather presentation to 6th and 7th graders at Ewing Middle School.	
	March 29, 2012	Meteorologist Alex Wilson discussed severe weather, weather safety and careers in meteorology to the 2nd graders of Centerville Elementary.	
	March 30, 2012	News Director Kelly Boan led a station tour to the students of Hayneswork Elementary.	
	March 30, 2012	Anchors Cody Alcorn and Jade Hindmond led a station tour to the students from Claflin University.	
	March 30, 2012	Meteorologist Alex Wilson job shadowed with a student from Dacusville Middle School.	
	April 10, 2012	Reporter Derek Dellinger spoke to the students at Smoky Mountain High about career opportunities in television.	
	April 12, 2012	Anchor Margaret Burnquist gave a station tour to the students of Skyland Elementary.	
	April 23, 2012	Anchor Cody Alcorn Emceed the Miss Boiling Springs Scholarship pageant at the Boiling Springs Convention Center.	
	May 1, 2012	News Director Kelly Boan served on the 2011-2012 Technology Education Advisory Committee and helped with discussions involving improving technology in their engineering and Broadcast programs.	
	May 4, 2012	Anchor Margaret Burnquist delivered a speech about teamwork to the employees of Greenville Hospital System.	
	May 4, 2012	Anchor Cody Alcorn and Engineer Corey Moss explained how live trucks work to the students of Laurens County School District 55.	
	May 10, 2012	News Director Kelly Boan was a judge for the Greenville Tech community project presentations.	
	May 15, 2012	Anchor Diana Watson led a station tour to Greenwood High School students.	

**WHNS Recruitment Initiatives Report**  
August 1, 2011 through July 31, 2012

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
	May 16, 2012	News Director Kelly Boan attended career day at Haynsworth Elementary.	
	May 16, 2012	News Director Kelly Boan attended career day at Haynsworth Elementary.	
	June 8, 2012	Anchor Cody Alcorn led a station tour to the Mauldin Middle school Police Caded Summer program attendees.	
	June 8, 2012	Anchor Cody Alcorn read to students at Wren Elementary School.	
	June 11, 2012	Chief Meteorologist Kendra Kent spoke to the 3rd graders of West End Elementary school about severe weather and safety.	
Participate in other activities designed to further the goal of disseminating information about opportunities in Broadcasting.	August 8, 2011	Chief Meteorologist Kendra Kent went to Auburn Creek Baptist Church to discuss her background and her career in TV.	Salvation Army
	August 23, 2011	Chief Meteorologist Kendra Kent went to Laurens Baptist church to talk about weather safety, TV and shared stories how weather impacted the audience.	
	September 8, 2011	Chief Meteorologist Kendra Kent went to Pendleton Baptist Church to discuss weather safety, TV and answered weather questions.	
	September 17, 2011	Meteorologist Alex Wilson represented WHNS-TV at the Chesnee Centennial Celebration.	
	September, 20 2011	Chief Meteorologist Kendra Kent wen to the Greenville County Rec District to cut the ribbon for a new dog park. She spoke of her volunteer work with animals.	
	September 29, 2011	Anchor Lauren Elise Emceed the lunchoen and workshop at the Anderson Women's Chamber.	
	October 29, 2011	Chief Meteorologist Kendra Kent judged a dog costume contest for the concerned citizens for animals.	
	November 5, 2011	Meteorologist Alex Wilson served as a judge at the Miss Spartanburg pagaent.	
	November 11, 2011	Chief Meterologist Kendra Kent Emceed the kettle kick off for the Salvation Army bell ringing.	
	November 12, 2011	Anchor Lauren Elise served as a judge and presenter at the Anderson Interfaith Ministries Benefit.	
	December 2, 2011	Anchor Lauren Elise went to the Anderson Chamber to deliver a speech about TV news and Women in TV.	
	February 3, 2012	Chief Meteorologist Kendra Kent spoke about weather safety and tv meteorology to the residents of Lake Pointe Assisted Living.	
	February 28, 2012	Commereila Producer Dana Minyard gave a station tour to the cub scouts pack # 52.	
	March 21, 2012	Director Will Martin gave a station tour to cub scout pack #760.	Meals on Wheels
	March 27, 2012	Anchor Lauren Elise delivered Meals on Wheels to senior citizens in Greenville SC.	Meals on Wheels
	April 14, 2012	Chief Meteorologist Emceed the Heart Walk in Greer SC, a fund raiser for the American Heart Association. Ten WHNS employees participated in the Heart Walk.	American Heart Association
	April 19, 2012	Anchor Lauren Elise discussed how teamwork is essential in tv news to Greenville Hospital nurses and therapists.	

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August 1, 2011 through July 31, 2012

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	April 28, 2012	Chief Meteorologist Kendra Kent and Reporter Joe Gagnon judged a dog contest hosted by the Concerned Citizens for Animals.	The United Way
	May 5, 2012	40 employees from WHNS-TV participated in Hands on Greenville Day by painting a woman's shelter in Greenville, SC.	
	June 7, 2012	Meteorologist Alex Wilson gave a presentation about severe weather including tornadoes to the Boys and Girls Club at the Kroc Community Center.	
	June 23, 2012	Meteorologist Alex Wilson served as a celebrity guest to present door prizes and auction off donated items for Knights of the Inferno.	
	July 4, 2012	Anchor Cody Alcorn Emceed the 2012 Patriotic POPs Concert and fireworks display.	